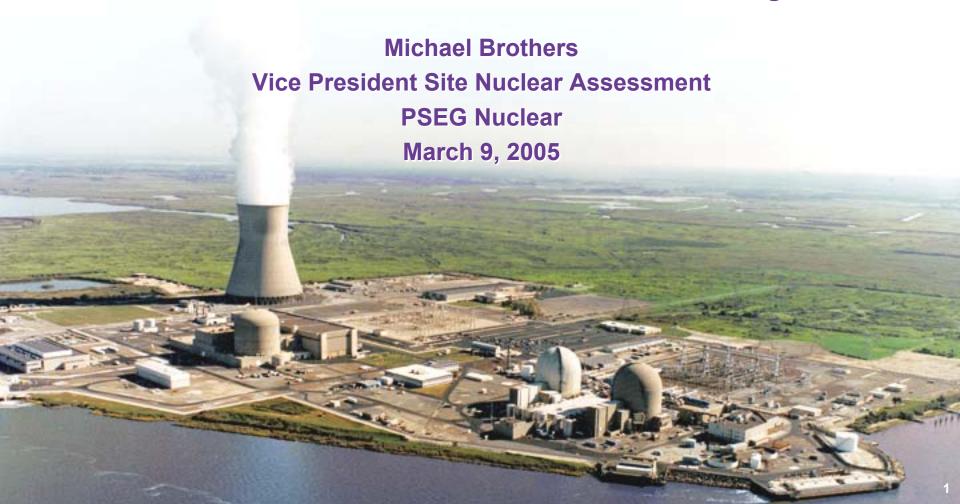
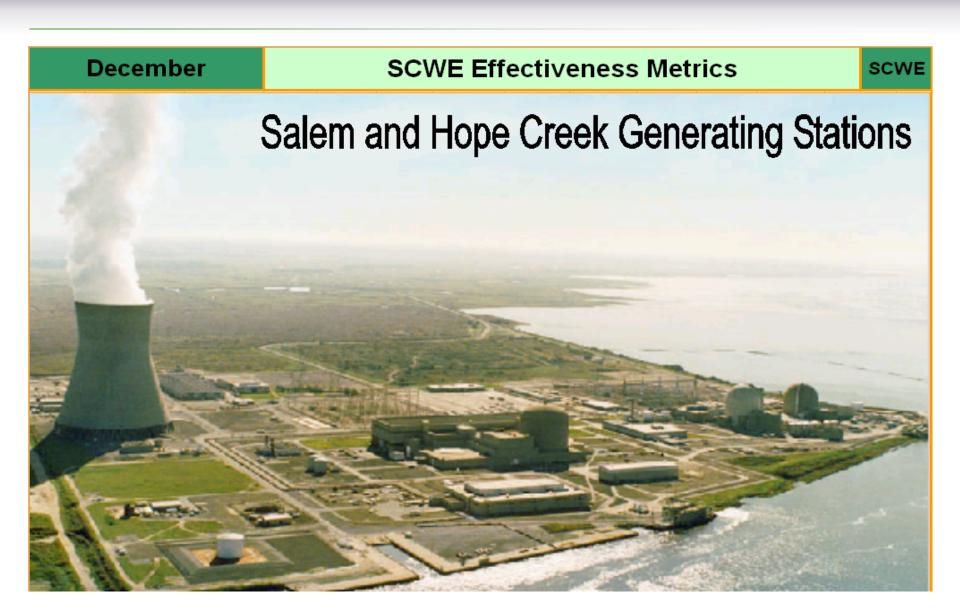


RIC 2005 – Session B3: Objective Measures of Safety Culture







Willingness to Raise Concerns

	uclear, LLC				December	2004	Status		Defini	ition	
OTAL N	NOTIFICATION	S GENER	ATED		Updated: Mo	onthly	G G	Total not basis.	ifications gener	rated on a month	
		Char	Owner				3Q 2004 4Q 20	004			
	Corr	ective Actio	n Program M	lanager		Goal: No Adverse Trend					
	ŀ	listory				,	Intent of	Metric			
Wouthly Average Total Notifications 1,500			1,679		Site personnel write needs attention. This personnel. We are r based on our own pa	s metric illusti nonitoring to (rates the total numbe ensure the volume o	er of notification fissues is co	ons written each	h month by site	
1,500 +	1,411						Analysis and	d Actions	;		
Monthly Average 200 + 2000 + 2000 + 2000 + 2000 + 2000 + 2000	2002	,	2003		This performance in Hope Creek RF12 identified across th	refueling out	age and Salem for				
3,000 T											
2,500 -		2,190	2,339				2,027	2,380—	2,498		
2,250 - 1,750 - 1,250 - 1,000 - 750 - 500 - 1	1,837			1,54	1,509	,608	,740			■ Monthly Total	



Effective Policies and Practices

SEG Nuclear, LLC	December 2004	Status	Definition			
NLINE CORRECTIVE MAINTENANCE ACKLOG	Updated: Monthly	G	The number of open online corrective maintenar work items.			
Chart Owner		3Q 2004 4Q 2004				
Salem Maintenance Manager and Hope Creek Ma	intenance Manager	Goal:	215 by year end			
History		Intent of Me	etric			
	impact on plant operations and c	an be fixed while the unit is i	naintenance. These are items that have an n service. Benchmarking indicates the indu al is to achieve top performance by the end			
Historical Data Not Available	Analysis and Actions					
	Hope Creek: Goal was 115; actual was 107. Met the goal.					
	Salem: Goal was 100; actual ws 91. Met the goal.					
500 450 400 350 250 250 150			Good S1 Actual S2 Actual			
100 -			- ≜ -Goal			



Effective Policies and Practices

PSEG Nuclear, LLC	December 2004	Status	Definition				
ONLINE ELECTIVE MAINTENANCE BACKLOG	Updated: Monthly	(G)	The number of open online elective maintenance work items.				
Chart Owner							
Salem Maintenance Manager and Hope Creek Maint	enance Manager	Goal:	1,900 by year end				
History		Intent of M	etric				
	an impact on plant operations and	d can be fixed while the uni	aintenance. These are items that do NOT have t is in service. Benchmarking indicates the ur site. Our goal is to achieve top performance				
Historical Data Not Available	Analysis and Actions						
riistorical Bata Netzwariasie	Hope Creek: Hope Creek actual was 966, which did not meet the goal of 700. This was due to refueling outage extending into 2005, which did not allow for post maintenance testing and closure of the on-line elective maintenance activities due to plant conditions. On-line work was added to the outage to improve plant reliability.						
	Salem: Goal was 1,200; actual was 1,171. Met the goal.						
2,750 2,500 2,250 2,000 1,750 1,500 1,250 1,000 750 500 250			Good S1 Actual S2 Actual Actual Goal				
Jun-14 Jun-21 Jul-05 Jul-12 Aug-02 Aug-23 Aug-30 Sep-06	Sep-13 Sep-20 Sep-27 Oct-04 Oct-11 Oct-18	Nov-01 Nov-15 Nov-22 Nov-29	Dec-06 Dec-13 Dec-27 Dec-31				



Effective Policies and Practices

PSEG Nuclear, LLC	December 2004	Status	Definition					
CORRECTIVE ACTION PROBLEM RESOLUTION	N Updated: Monthly	R	The percent of corrective action closures determined to be acceptable by Corrective Action Closure Board review, based on the problem resolution criteria. The performance indicator is a monthly value.					
Chart Owner		3Q 2004 4Q 2004	monthly value.					
Corrective Action Program Manag	jer	Goal:	95%					
History		Intent of Me	etric					
	needs attention. This metric tr greater than or equal to 95% C	acks the quality of the corre losure Board acceptance r it are not accepted by the B	Program (CAP) to identify an issue that active actions that resulted with a goal of ate, meaning the correct actions resulted loard are not closed until the issue is					
New Indicator for 2004	Analysis and Actions							
100% - 95% 95% 95% 95%	95% 95% 95%	95% 95% 95	750					
90%		523 53	650					
80% 	420	436	+ 550					
60% Reporting /	353 420 401		- 450 .					
Town Conting Conting	95% 94%	94% 95% 96	- 450 Maj Goal - 350 V Jagum Actual					
30% - 81%			→ Number Reviewed					
10%			50					
0%			-50					



Effective ADR

PSE	G Nuclear, LLC					Dece	ember 2	2004	Statu	s	D	efinition
EMPLOYEE CONCERNS PROGRAM (ECP) - CONCERNS CONFIDENTIALITY / ANONYMITY REQUEST				Y	Upi	dated: Mont	hly	G G		Program (ECP) / confidentially ve	Employee Concerns concerns filed anonymously ersus total number of onth. Chart does not include uests.	
	Chart Owner									Q 2004		
	Er	Vlanage	er Goal: No Advers					Adverse Trend				
	History								Intent	of Me	tric	
Number of ECP Concerns	50 40 30		33								our Employee C e management.	concerns Manager. This is
of ECF	20	16							Analysis	and A	ctions	
Number	10					Fifty-one concerns (non-NRC referred) were brought to the attention of the Employee Concerns Program during 2004. There were 18 more issues brought to ECP in 2004 than in 2003. Of those, eight were submitted confidentially or anonymously (16%).						
	2003 ☐ Confidentiality/Anonymously					or Catego anonymou improving The increa managem Actions: 0	ory 2 (nuclea us in 2004 w trend. ased numbe nent's encou Continue wo	r safety/qua vas 4%, com er of concern ragement to orking with m	lity or wrongd npared to 129 as brought to lo raise issues nanagement t	loing). T 6 in 2003 Employe with EC o resolve	The percentage 3, 26% in 2002, e Concerns in 2 P.	rassment or intimidation) of concerns that were 28% in 2001. This is an 2004 may be attributed to
	14									12)	
	12											
псет	10											✓ Monthly Total Confidentiality / Anonymously
ე ე	8 -						7		^			Anonymously
Number of ECP Concerns	6								6		6	■ Monthly Total
Numb	4 2 2	3	4	2	1 1	3	1	2	2	2		Number of Concerns
	0											



Ability to Detect and Prevent Retaliation

SEC	Nuclear, LLC	December 2004	Status	Definition				
	UTIVE REVIEW BOARD (ERB) ACTION OVALS	Updated: Monthly		Executive Review Board (ERB) reviews proposed personnel actions to ensure no retaliation or chilling effect implications.				
	Chart Owner	G G G 3Q 2004 4Q 2004						
	Safety Conscious Work Environment Ma	nager	ger Goal: No Adverse Trend					
	History		Intent of Me	etric				
		perceived to be taken against sit	e personnel for raising nu promotions, transfers and	nsure that no adverse action is taken or Iclear safety issues. This Board reviews terminations for PSEG employees and				
		Analysis and Actions						
	New Indicator for 2004	No adverse trend in ERB action was present in the 4th quarter.						
		Of those, 42 cases (88%) were	concurred with by ERB. (e.g., not following HR pro	on] were reviewed by ERB in the 4th qua The remaining 6 cases were rejected by ocesses, inconsistent with past practice) 10 CFR 50.7.				
20			19					
15		11 11	16	13 12 Total Cases				
10	Reporting / data entry starts in April	9	8	□ Approved				
5	3 3 2	3 3		Cases				
0 -								

